



# AT&L Comprehensive Workforce Data Analysis Capability

4<sup>th</sup> Estate Executive Forum  
March 19, 2008



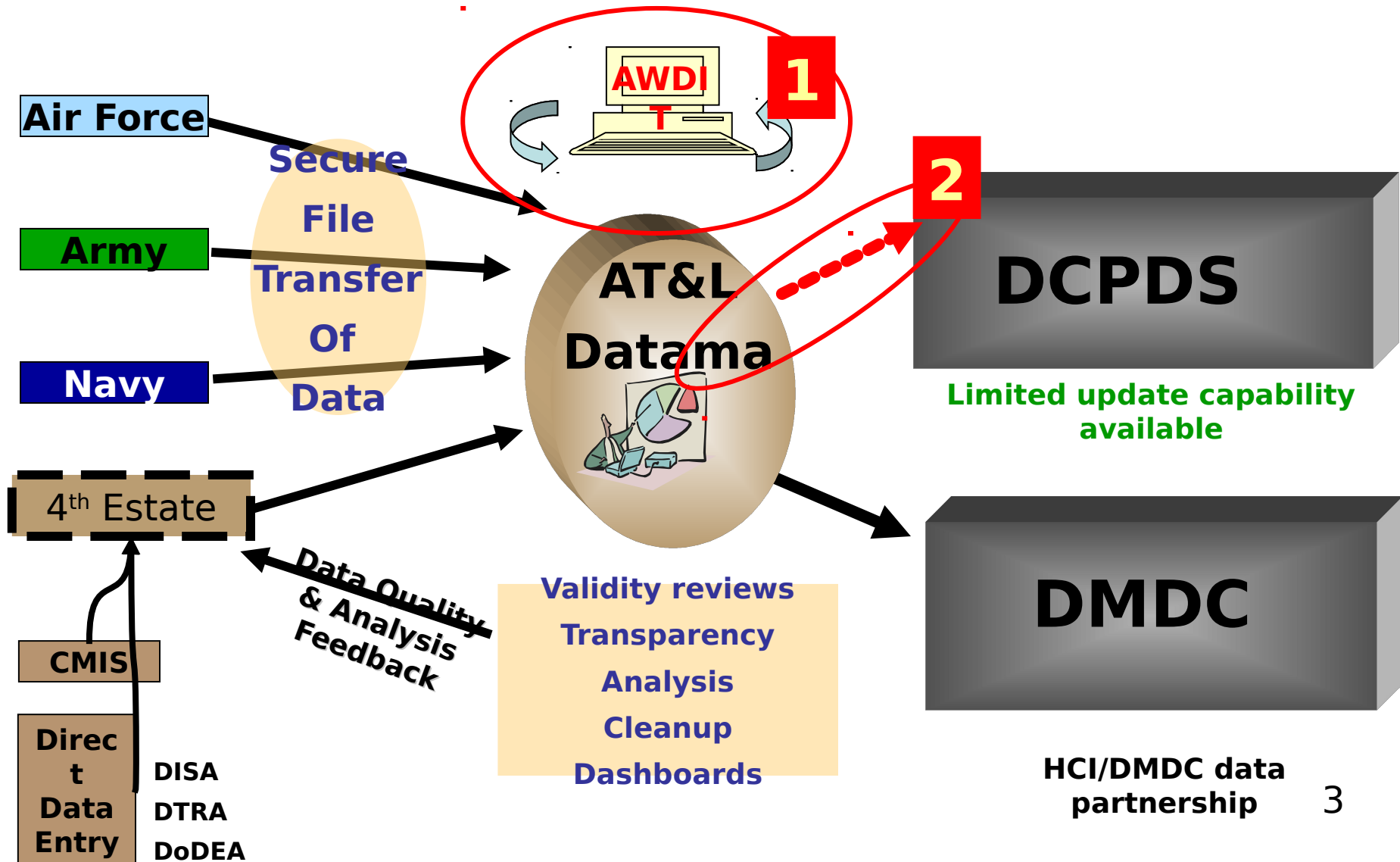
# Outline

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- Acquisition Workforce Data Improvement Tool (AWDIT) Implementation Status
- AT&L and CPMS Partnership
  - Data Mart-DCPDS Relationship

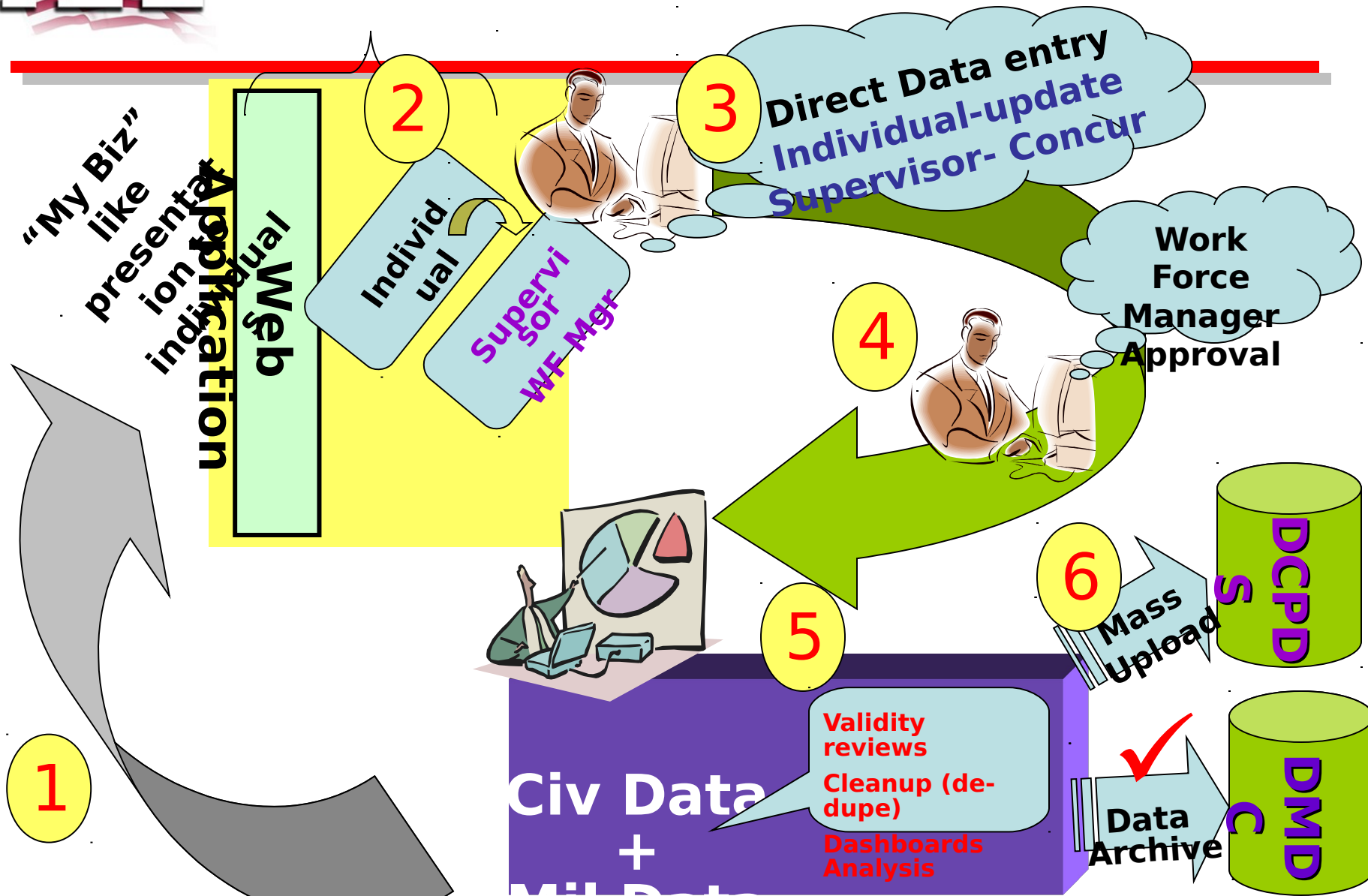


# On-Going Activity Improving Data Quality In AT&L Datamart and DCPDS





# AUDIT Process



AT&L Workforce



# AWDIT Screen Shot

Person Information - Microsoft Internet Explorer provided by Defense Acquisition University

File Edit View Favorites Tools Help

Back Forward Stop Home Search Favorites

Address <https://dod5k55.dau.mil/user/PersonSubmit.aspx?userId=9958559> Go Links SnagIt

## AT&T Workforce Database

Home | Contact Us | DAU | Log off |

1. Please input your data and click "Submit for Approval" at the bottom to submit to your supervisor in electronic format.  
2. Move your mouse over data element title to view more.

### Person Information

(LastName, FirstName MI): **Test, Tester T.**  
SSN: **XXX-XX-1111**  
(click to check Position reqmt's): **XXXX**  
Position Number(SF-50 #15): **XXXX**

### POSITION DATA

Organization:   
Component:   
Unit Identification:   
Person Type:

### Civilian Details

Civilian Pay Plan:  GS.General Schedule  
Civilian Occupational Series:  12xx.Copyright, Patent, and Trademark  
1102 Dt Appointed/Qualified:  (yyyy)  
Grade or Level:  12  
Position Occupied (SF-50 #34):  1.Competitive Service

### Military Details

Military Pay Grade:  N/A  
Military Occupation:

### Special Programs

Intern Program Indicator:  N.No  
CO-OP Program Indicator:  N.No  
Tuition Indicator:  N.No

### Acquisition Data

Employee Current Career

Career Level Achieved:  3.Senior Level III  
Date Career Level Achieved:  200604 (yyyymm)  
Career Level Authority:  D.DOD  
Secondary Career Field:  None  
Secondary Career Level Achieved:  --Select--  
Secondary Date Career Level Achieved:  (yyyymm)  
Secondary Career Level Authority:  N/A  
Tertiary Career Field:  None  
Tertiary Career Level Achieved:  --Select--  
Tertiary Date Career Level Achieved:  (yyyymm)  
Tertiary Career Level Authority:  N/A  
Current Certification Requirements:  --Select--  
Status:

### Acquisition Position Qualifications

Acq Corps Dt Appointed/Qualified:  (yyyymm)  
Tenure Start Date:  20071001 (yyyymmdd)  
Tenure End Date:  (yyyymmdd)  
Acq Program Indicator (Eg. ACAT I, ACAT II):  9.None  
Date Entered Present Position:  (yyyymmdd)  
Special Acq Assignment (Eg. PEO, SCO, etc.):  --Select--

Contracting Officer Information

Done Internet

Start Inbox - Microsoft Outlook Person Information - ... 4:26 PM



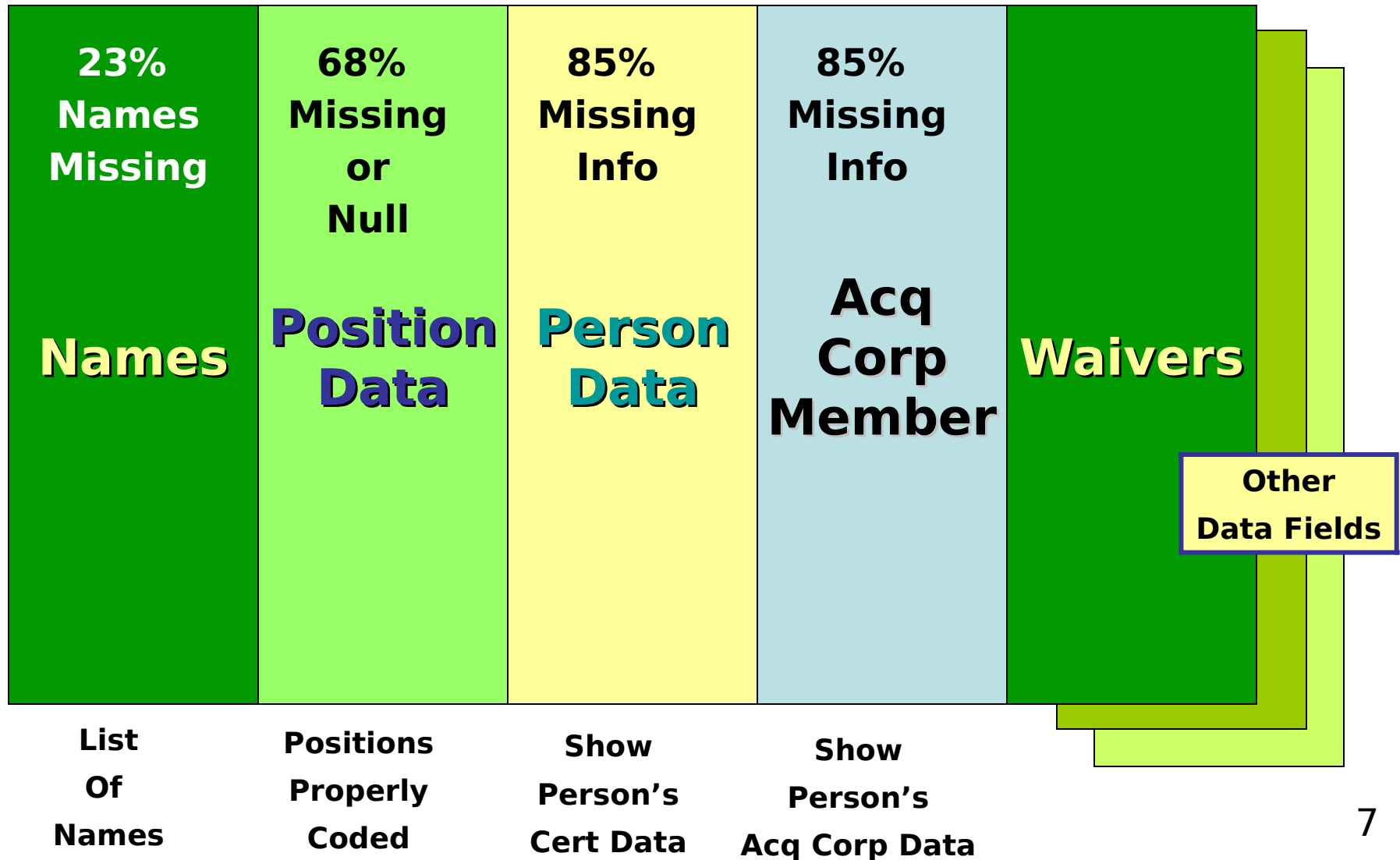
# AWDIT Implementation Process

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- **Initial Meeting**
  - Demonstrate Application
  - Elicit special considerations/requests
  - DAU provides reports to facilitate data cleanup by highlighting incomplete/missing/erroneous data
- **Review Data (~10days)**
  - Coordinate with Agency to ensure data is accurate
  - Load DataMart
- **Roll-Out Implementation Meeting**
  - Review Process
  - Demonstrate using Agency's data
  - Agree on roll-out sequence
  - Ensure Concerns are met
- **Roll - Out (~2 Weeks)**
- **Post Implementation Meeting**
  - Identify problems
  - Record Lessons Learned
  - Update FAQs



# AWDIT Data Analysis Process





# Acquisition Unique Data Elements (47 Total)

## Person - 16 Data Elements

- Acquisition Career Field
- Acquisition Corps Appointment Date
- Contracting Officer Appointment Date
- Contracting Officer Warrant Type
- Contracting Officer Warrant Amount
- Intern Program Indicator
- Cooperative Education Program Indicator
- Tuition Assistance Indicator
- Acquisition Program Indicator
- Date Entered Present Career Category
- Acquisition Experience
- Special Acquisition Assignment
- Career Level Achieved
- Date Career Level Achieved
- Career Level Authority
- 1102 Series Qualification Date

AWDIT

## Position - 5 Data Elements

- Acquisition Position Type
- Acquisition Position Category
- Acquisition Program Indicator
- Special Acquisition Assignment
- Acquisition Career Level Required

AWDIT

## Training - 4 Data Elements

- Acquisition Training Course
- Training Mode
- Acquisition Training Source
- Training Completion Date



## Waiver - 22 Data Elements

- Waiver Authority
- Reason Waiver Granted
- Contracting Officer Quals Waiver Type-Absence of Education
- Contracting Officer Quals Waiver Type-Absence of Experience
- Contracting Off Quals Waiver Type-Absence of Mandatory Training
- Contracting Officer Quals Waiver Type-Absence of Education
- Acq Corps Quals Waiver Type-Absence of Experience
- Acq Corps Quals Waiver Type - Abs of Mandatory Training
- Acq Corps Quals Waiver Type-Absence of Education
- CAP PM/PEO Quals Waiver Type-Absence of Experience
- CAP PM/PEO Quals Waiver Type - Abs of Mandatory Training
- CAP PM/DPM Qualifications Waiver Type-Absence of Education
- CAP PEO Quals Waiver Type-Absence of Experience
- CAP PEO Quals Waiver Type - Absence of Mandatory Training
- CAP PEO Qualifications Waiver Type-Absence of Education

A Tool Being Implemented  
- 4th Estate in April/May

ATRRS to DCPDS





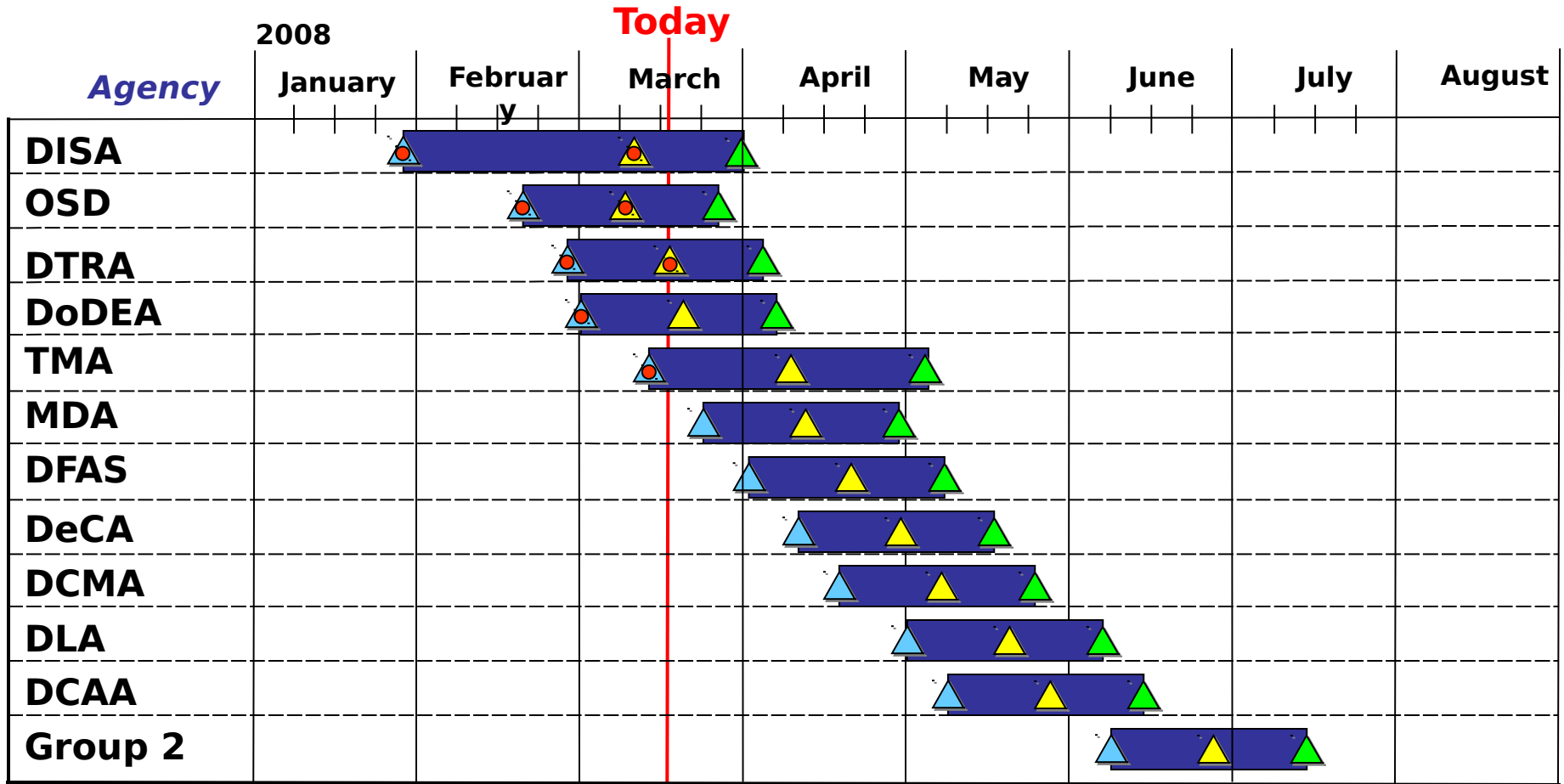
# Initial Findings

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- Re-validation/re-identification of coded acquisition workforce positions
- Review of current Agency coding/update methodology
- Partnership between acquisition and HR on the way ahead
- Informative reports
- Ready acceptance of AWDIT



# AWDITS Implementation Schedule



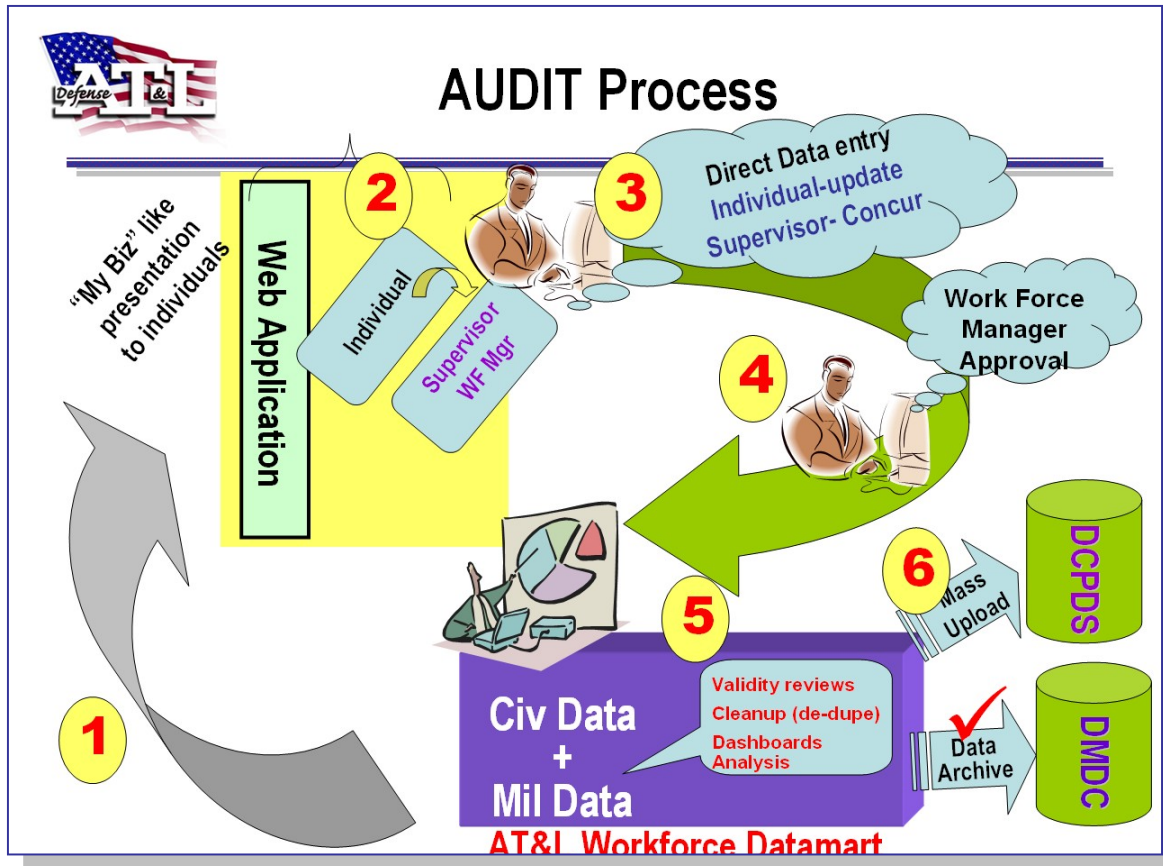
Initial Meeting  
Completed

Implementation Meeting

Post-Implementation Meeting



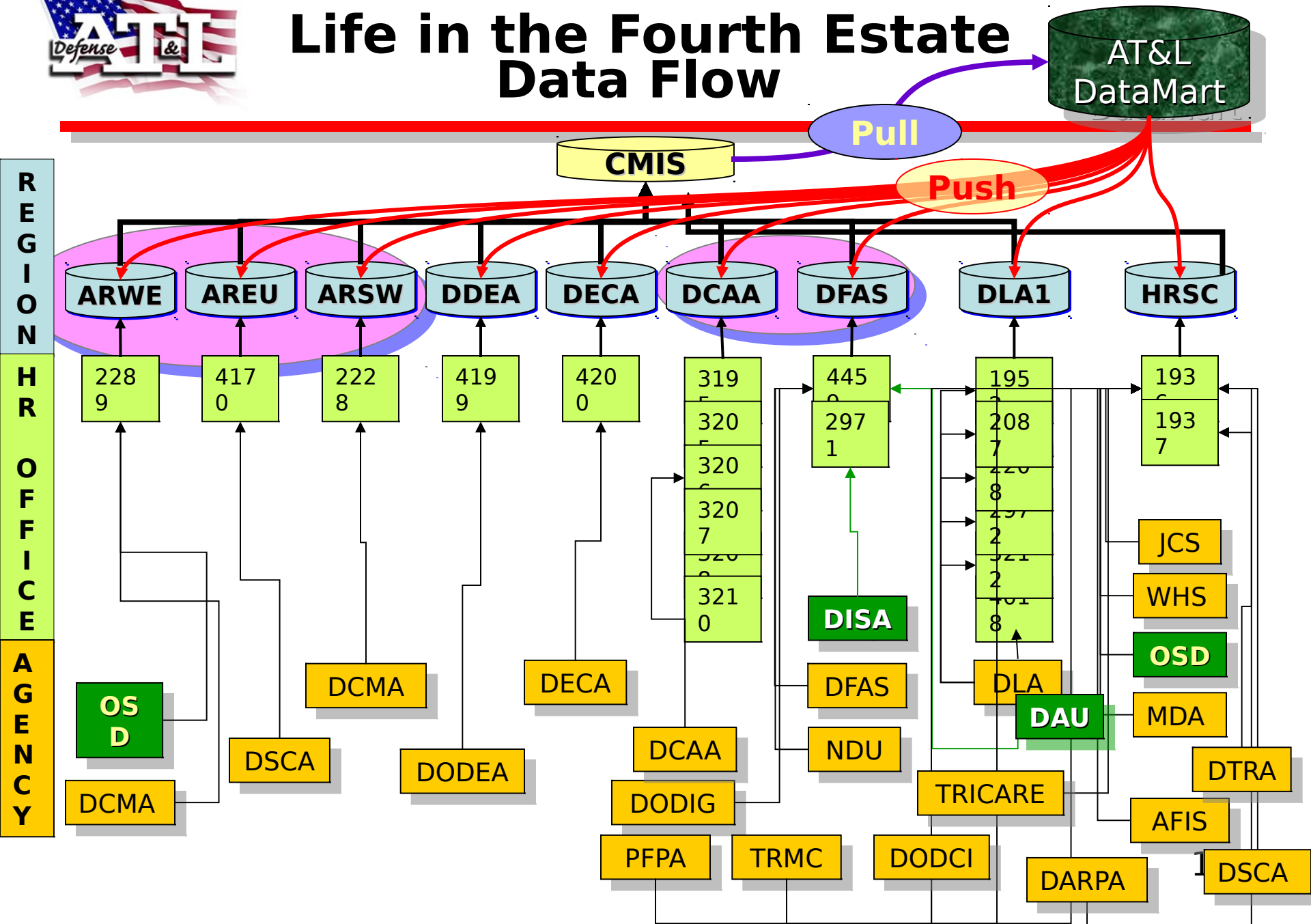
# CPMS – AT&L Partnership



- Concept
  - How do we do #6?
- Current Status
  - CPMS Engagement



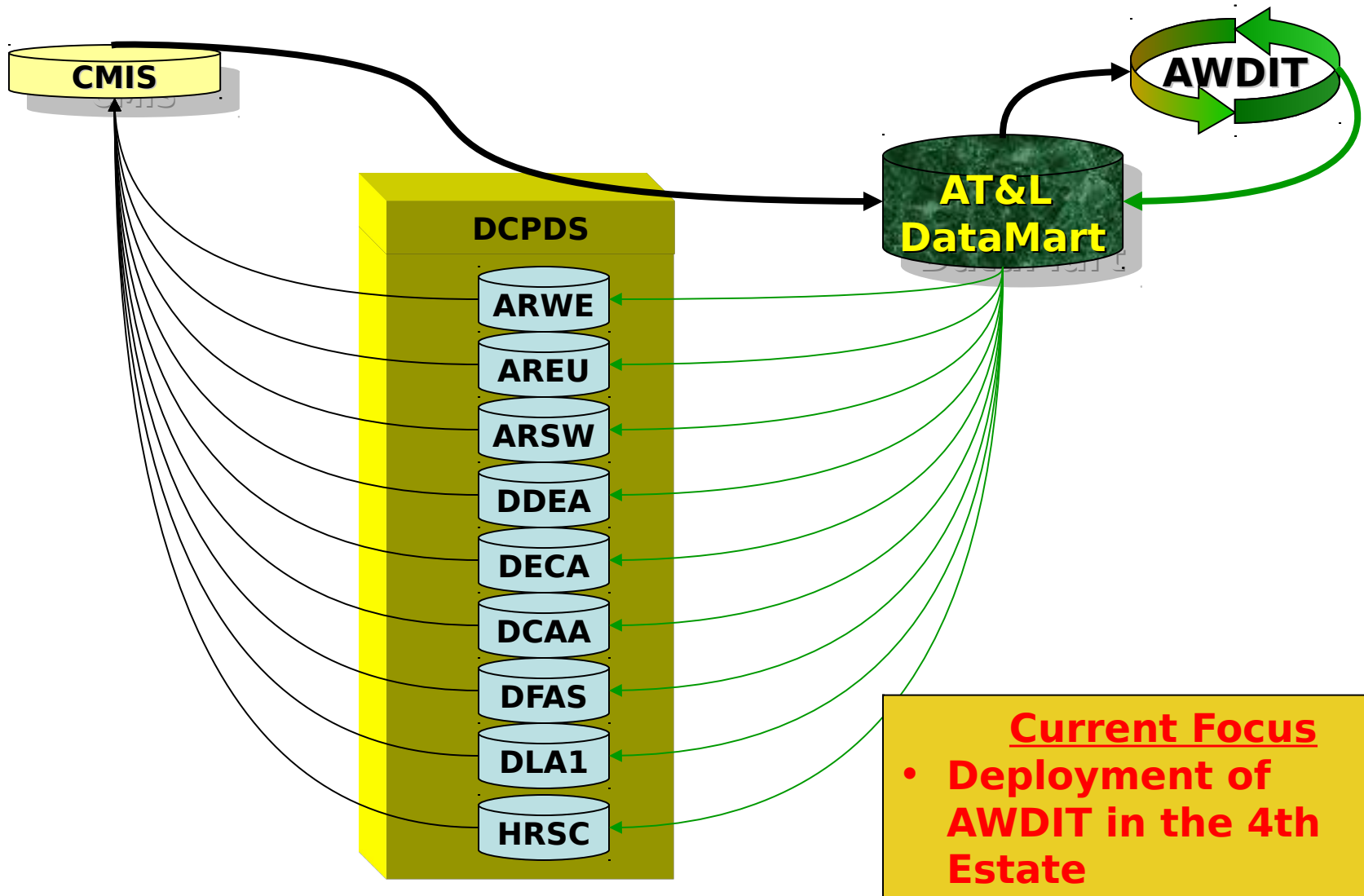
# Life in the Fourth Estate Data Flow





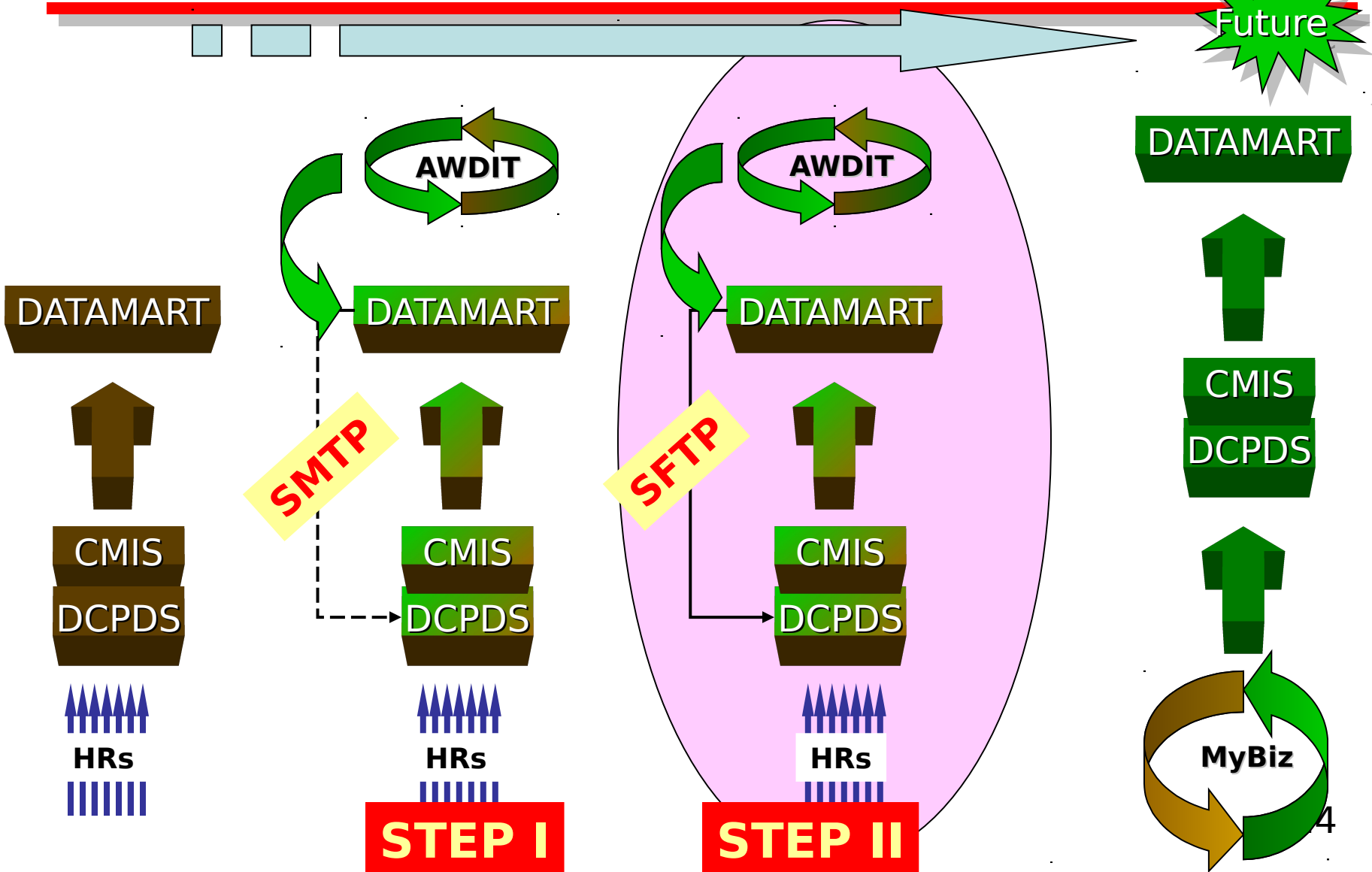
# Pursuing the Goal

## Improving the Fourth Estate Workforce Data Quality





# Next Step AT&L Data Mart and DCPDS Partnership





# Way Ahead

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- **Near Term Goals:**

- **Continue AWDIT Implementation Throughout 4<sup>th</sup> Estate**
- **Implement SMTP via CPMS-AT&L Partnership**

- **Long Term Goals:**

- **Implement SFTP via CMPS-AT&L Partnership**
  - **Briefed the DCPDS EXCOM....Initial OK to Proceed**
- **Continue to Work with CPMS on the Next Generation Workforce Data Process/Tool**



**Thank You for Your Teamwork**

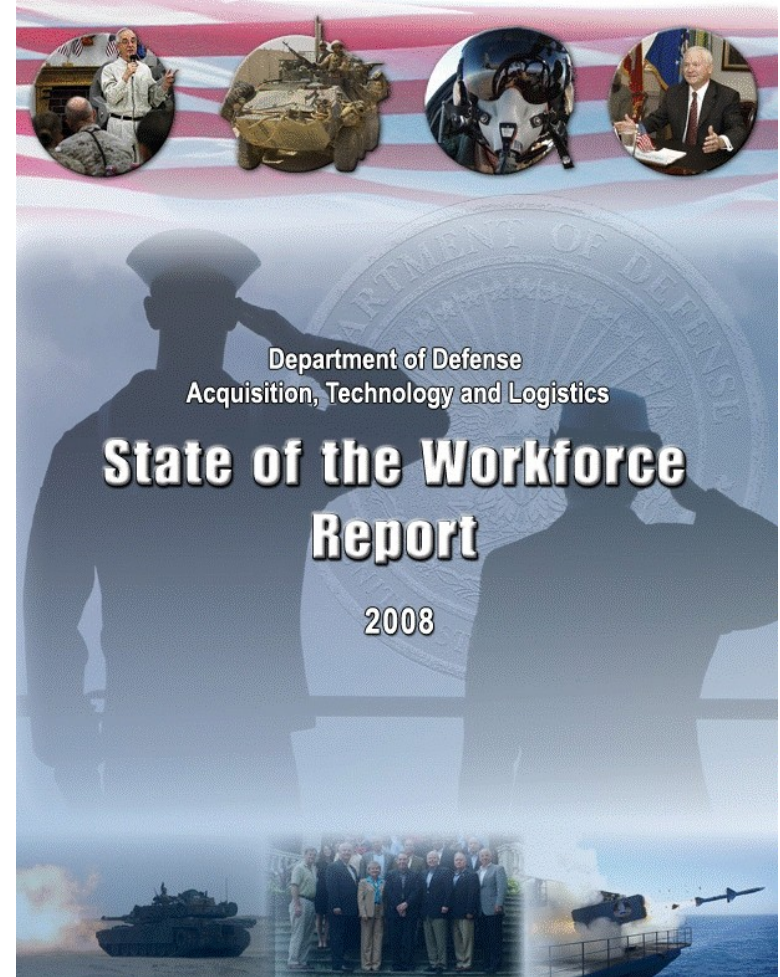
**Together, We Can Achieve**





# 2008 State of the Workforce Report

- Task 2.2.1 of the AT&L Human Capital Strategic Plan V3.0 requires publication of the State of the Workforce Report
- Purpose of Document:
  - To provide a single resource that showcases the best Workforce Analyses available across AT&L that can be used for Human Capital Planning Efforts
  - To standardize the analyses and metrics that are conducted across components and functional areas
- Schedule
  - Currently in Coordination
  - Publish Final version in April





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- Air Force
- 4<sup>th</sup> Estate
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  - DLA

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- Contracting
- Facilities Engineering
- Industrial/Contract Property Management
- Information Technology
- Life Cycle Logistics
- Production, Quality, and Manufacturing
- Program Management
- Purchasing
- Systems Planning, Research, Development and Engineering—Science and Technology Manager
- Systems Planning, Research, Development and Engineering—Systems Engineering
- Test & Evaluation

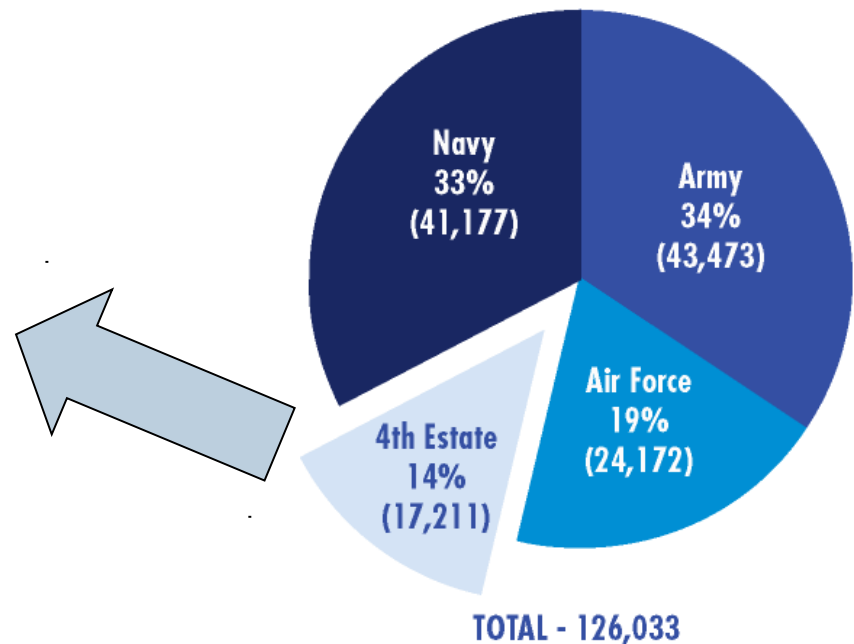
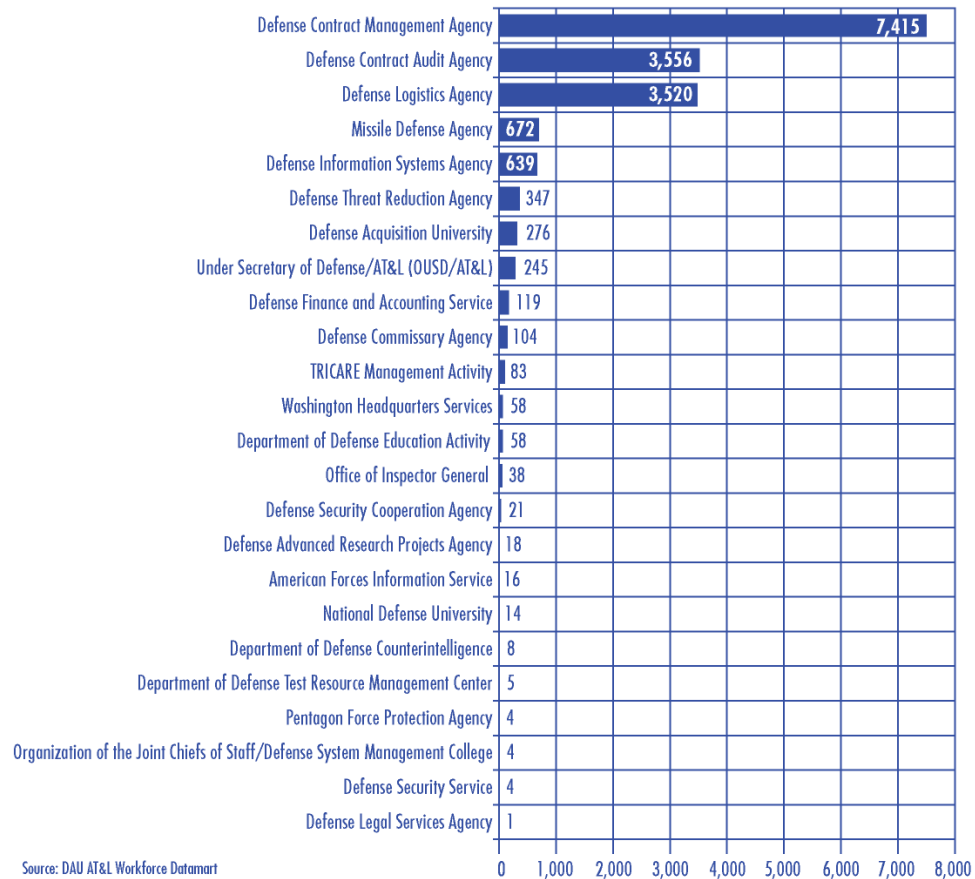
### VI. Defense Acquisition Workforce Demographics

## 4<sup>th</sup> Estate Specific Items

- Overview of 4<sup>th</sup> Estate Agencies is shown in the Organizational Distribution section of the report (2 pages)
- 4<sup>th</sup> Estate Section of the Report shows aggregate information on the 4<sup>th</sup> Estate (11 pages)
- DCMA and DLA each have a 1 page summary included with basic overview information
- The DCAA workforce is described in the Auditing Career Field section of the report (7 pages)



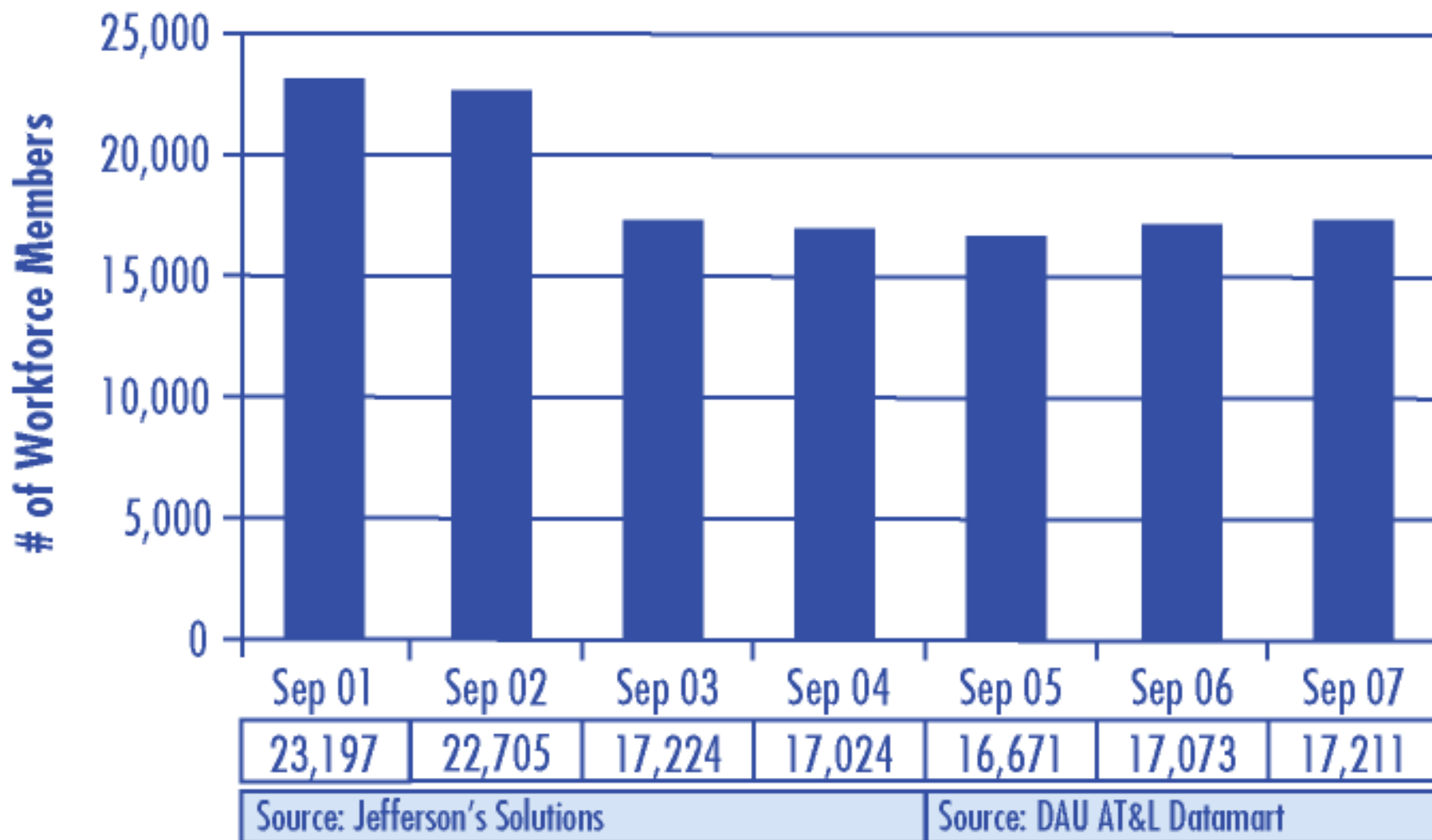
# Organizational Distribution of the Defense Acquisition Workforce (DAW)



Source: DAU AT&L Workforce Datamart



# 4<sup>th</sup> Estate Workforce Count FY01-FY07





# Change in Career Field Count FY06-FY07

Acquisition Career Field Description	FY06	FY07	# Difference	% Difference
Auditing	3,484	3,556	+72	+2
Business, Cost Estimating, and Financial Management	219	205	-14	-6
Contracting	5,312	4,568	-744	-14
Facilities Engineering	9	17	+8	+89
Information Technology	248	232	-16	-6
Industrial/Contract Property Management	322	287	-35	-11
Life Cycle Logistics	76	140	+64	+84
Manufacturing and Production	1,238	0	-1,238	-100
Production, Quality and Manufacturing	3,201	3,995	+794	+25
Program Management	717	675	-42	-6
Purchasing	667	140	-527	-79
SPRDE - S&T Manager	100	103	+3	+3
SPRDE - Systems Engineering	253	694	+441	+174
Test and Evaluation	94	143	+49	+52
Unknown	1,133	2,456	+1,323	+117
<b>TOTAL</b>	<b>17,073</b>	<b>17,211</b>	<b>+138</b>	<b>+1</b>



# 4<sup>th</sup> Estate Education Levels as of 30 Sep 2007

## Percent of Workforce with a Bachelor's Degree or Higher (4th Estate)

	Civilian	Military	Total
<b>4th Estate*</b>	<b>67.6%</b>	<b>-</b>	<b>67.6%</b>
AT&L*	77.5%	84.6%	78.3%
DoD	34.4%**	13.1%***	24.3%
Federal Civilian Workforce	48.9%****	-	48.9%

- Education levels in the 4th Estate are lower than the DAW, but higher than the DoD and Federal workforce.
- This can largely be attributed to the functional makeup of the 4th Estate as shown in the table below.
- Another factor driving education levels down is the absence of Military members in the 4th Estate.

## Percent of Workforce with a Graduate Degree (4th Estate)

	Civilian	Military	Total
<b>4th Estate*</b>	<b>22.0%</b>	<b>-</b>	<b>22.0%</b>
AT&L*	29.0%	44.8%	30.8%
DoD	11.1%**	6.2%***	7.8%
Federal Civilian Workforce	17.4%****	-	48.9%

## Functional Composition and Education Levels of the 4th Estate Workforce in Select Career Fields\*

Career Field	4th Estate	DAW	w/Bachelor's Degree
SPRDE (SE)	4.0%	28.0%	97.0%
T&E	0.8%	6.0%	93.0%
PQM	23.2%	7.0%	45.0%
Auditing	21.0%	3.0%	98.0%

\* Source: AT&L Workforce Data Mart.

\*\* Source: CPMS Demographics Website for December 2007. ([http://www.cpms.osd.mil/hrbits/dod\\_demographics.aspx](http://www.cpms.osd.mil/hrbits/dod_demographics.aspx))

\*\*\* Source: DMDC Master files for September 2007. Statistics are for active duty Military only.

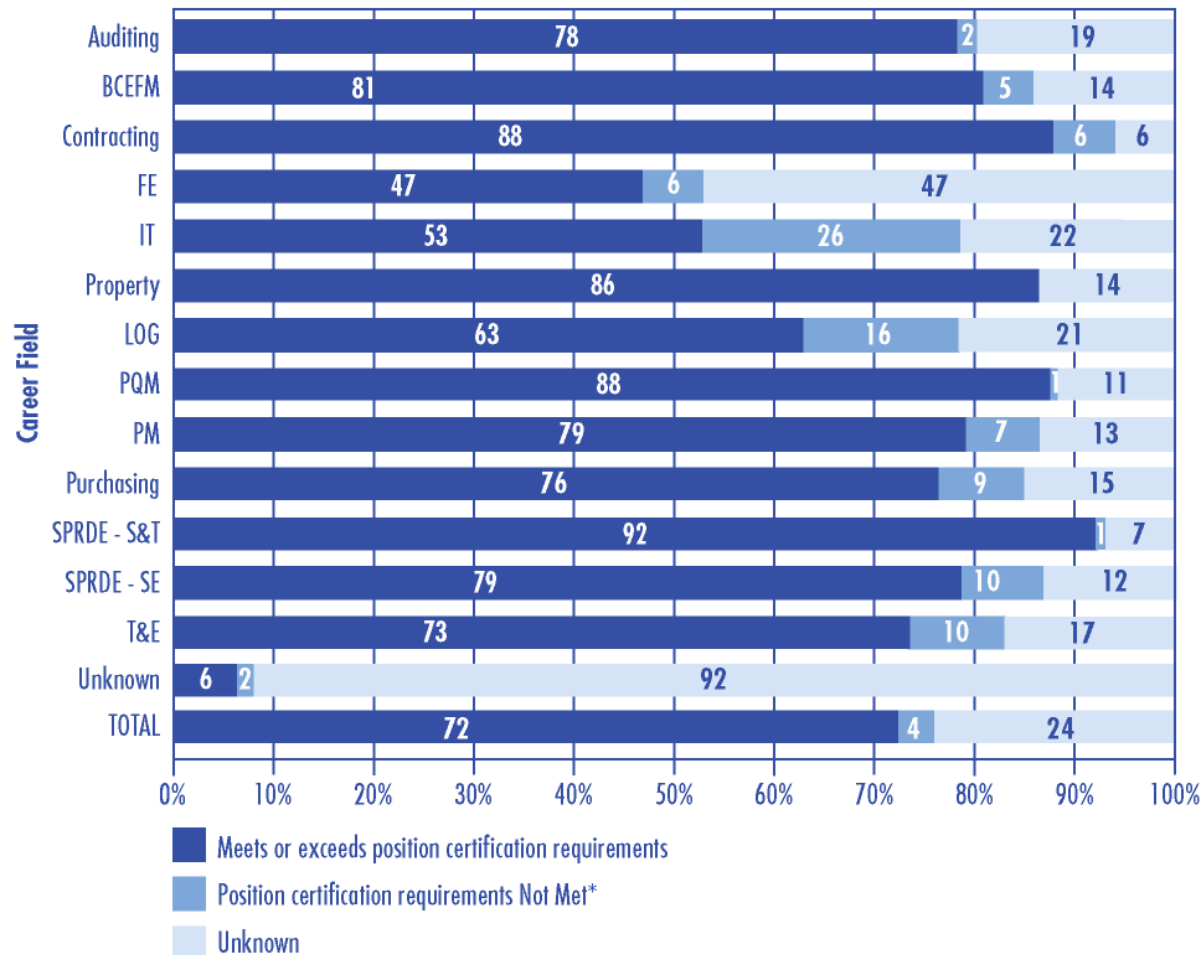
\*\*\*\* Source: Congressional Budget Office, "Characteristics and Pay of Federal Civilian Employees," March 2007, p. 3.





# 4<sup>th</sup> Estate Certification Levels as of 30 Sep 2007

4th Estate AT&L Workforce Certification Status by Career Field



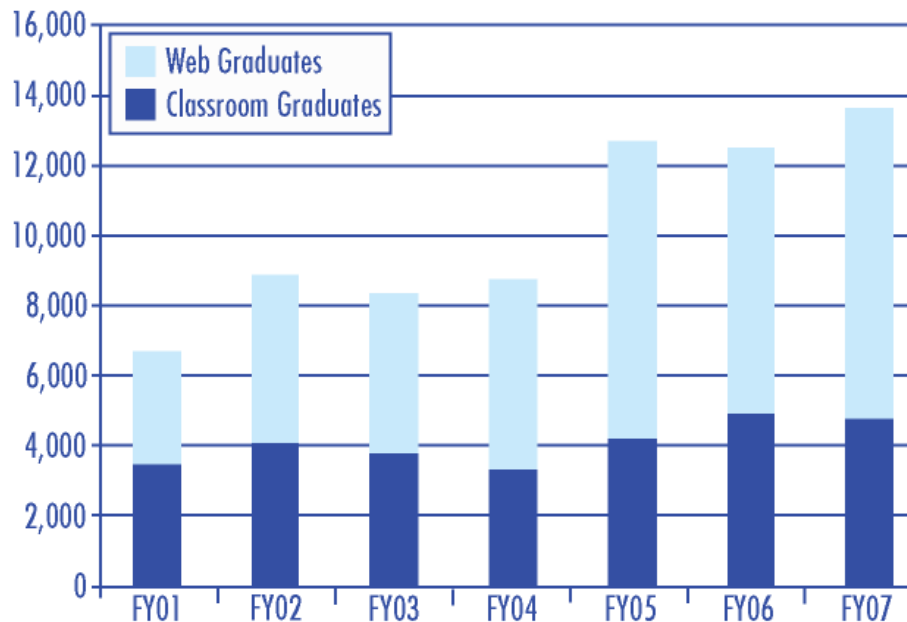
\* The "Not Met" category includes workforce members who have been in their positions for less than 24 months. These workforce members are in a "Grace Period" and in compliance with DAWIA policy.

Source: DAU AT&L Workforce Datamart



# 4<sup>th</sup> Estate Training Statistics

**4th Estate DAU Course Graduations FY01-FY07**



**Percent Increase in DAU Graduations FY01-FY07**

	4th Estate	DAU Overall
Classroom	+39%	+23%
Web	+172%	+330%
Overall	+104%	+131%

**4th Estate Total Graduates (Classroom and Web)**

Time Period	FY01	FY02	FY03	FY04	FY05	FY06	FY07	TOTAL
Classroom Graduates	3,411	4,038	3,732	3,312	4,146	4,886	4,755	28,280
Web Graduates	3,245	4,754	4,569	5,354	8,523	7,563	8,818	42,826
<b>TOTAL</b>	<b>6,656</b>	<b>8,792</b>	<b>8,301</b>	<b>8,666</b>	<b>12,669</b>	<b>12,449</b>	<b>13,573</b>	<b>71,106</b>





# 4<sup>th</sup> Estate Human Capital Planning

Generation	National*		DoD**		Civilian AT&L Workforce***		Civilian 4th Estate AT&L Workforce***	
	Workforce (millions)	% Workforce	Workforce	% Workforce	Workforce	% Workforce	Workforce	% Workforce
Silent Generation (born before 1946)	11.5	6.5	45,625	6.7	6,624	5.9	1,327	7.9
Baby Boomers (1946 - 1964)	61.5	34.9	438,971	64.5	74,887	67.3	11,839	70.1
Generation X (1965 - 1976)	43.5	24.7	132,948	19.5	18,544	16.7	2,256	13.4
Generation Y (1977 - 1989)	31.5	17.9	62,676	9.2	11,286	10.1	1,466	8.7
Millennium (1990 - present)	28.0	15.9	153	0.0	0	0.0	0	0.0

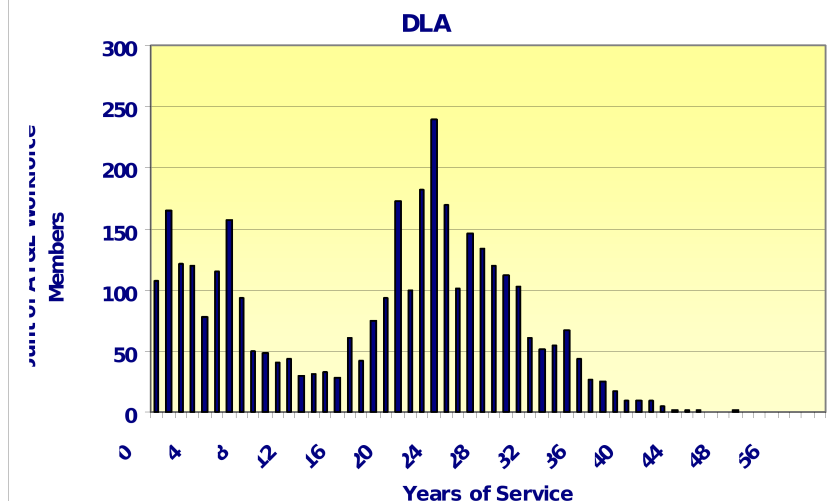
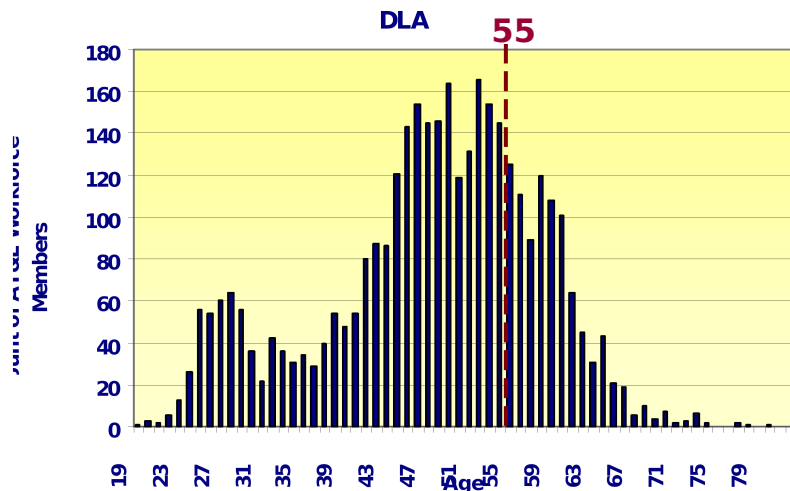
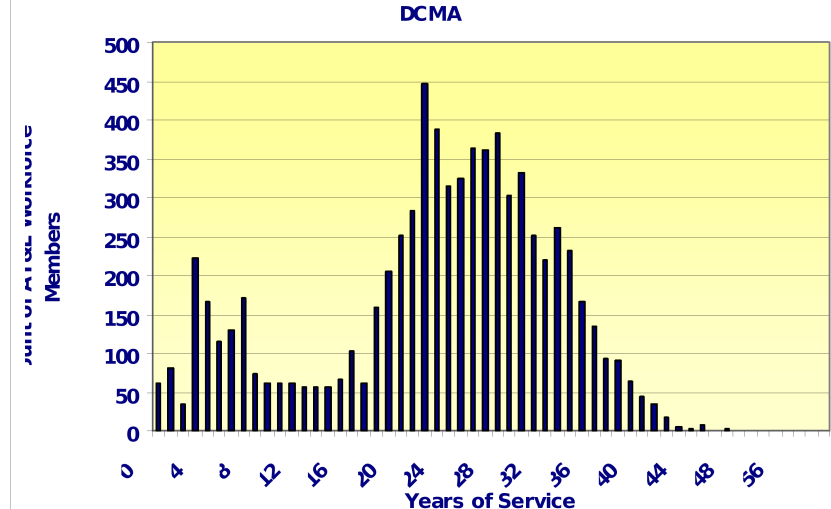
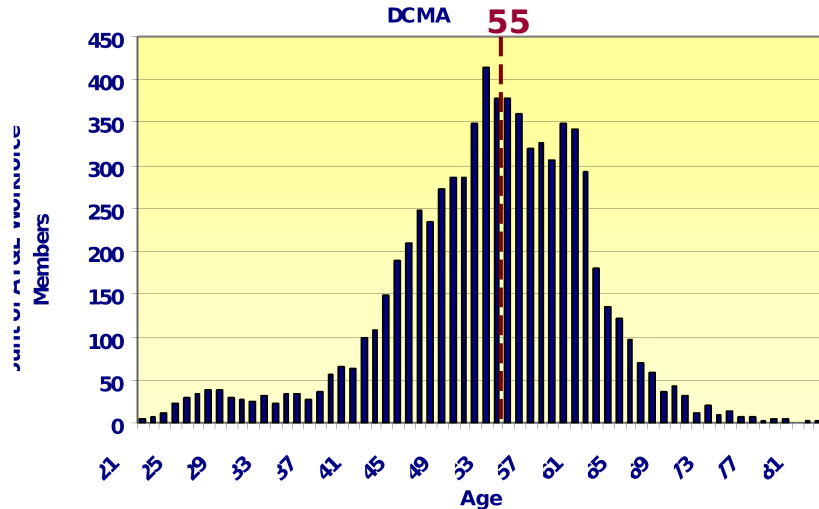
Sources: \* Armour, Stephanie "Generation Y They've Arrived at Work with a New Attitude." *USA Today*, November 7, 2005, pp. 18-28.

\*\* OSD P&R Report: DoD Civilian Workforce Statistics/DoD Demographics/May 2006 Edition.

\*\*\* AT&L Datamart FY07 AT&L Workforce Count/AT&L workforce data contains 456 files with null for age.



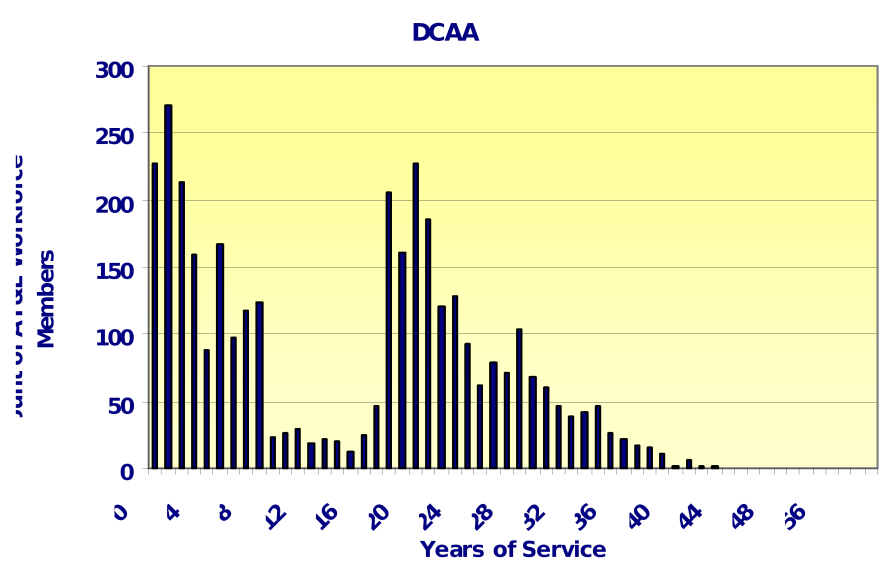
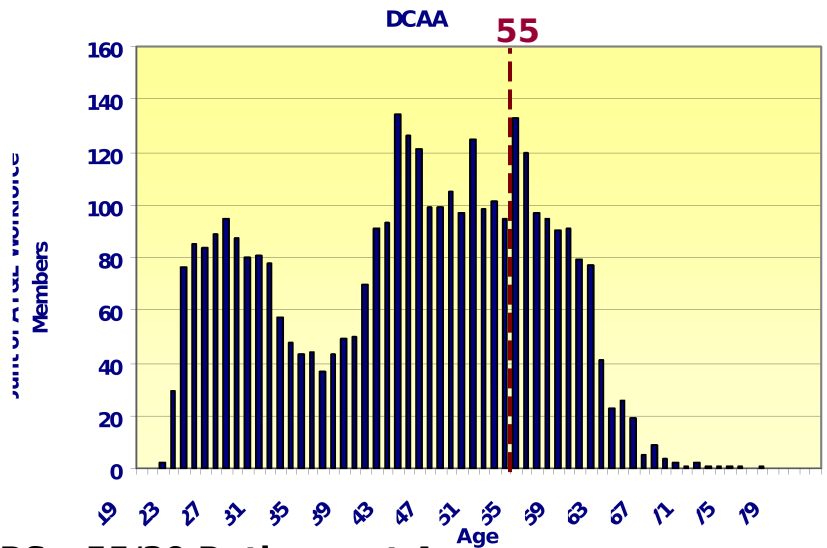
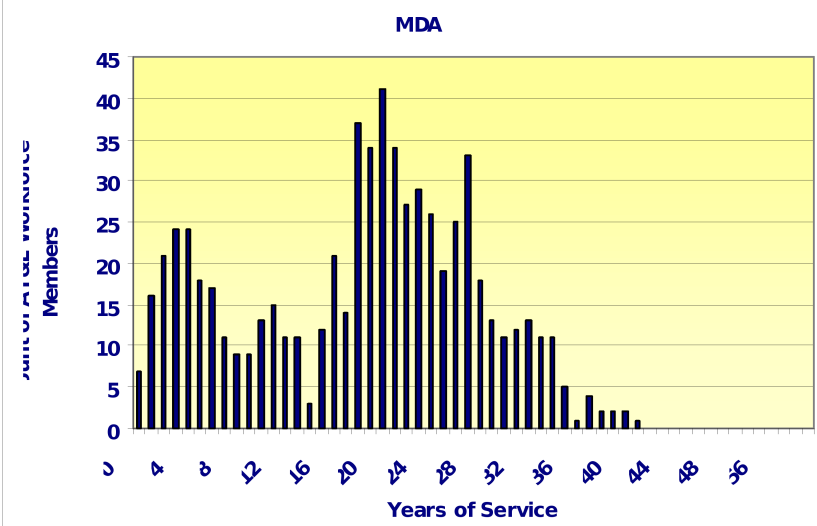
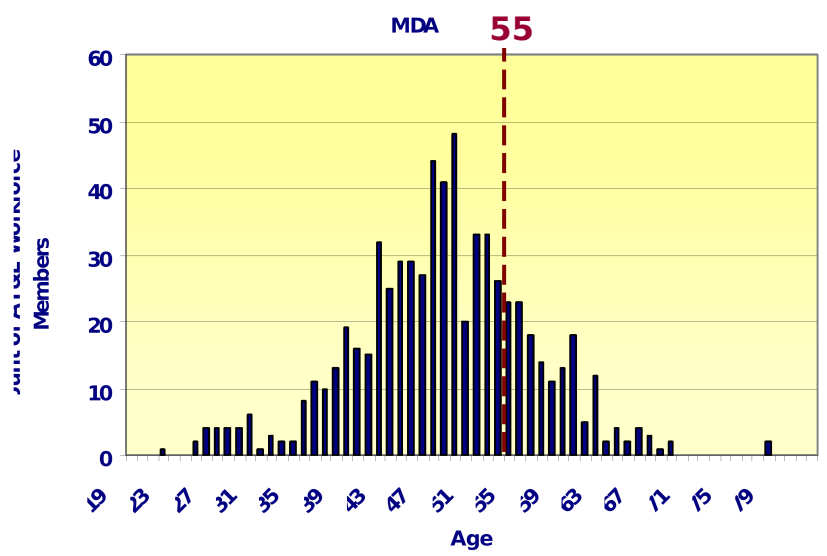
# Big Four 4<sup>th</sup> Estate Age Comparison (as of September 30, 2007)



**CSRS - 55/30 Retirement Age**



# Big Four 4<sup>th</sup> Estate Age Comparison (as of September 30, 2007)

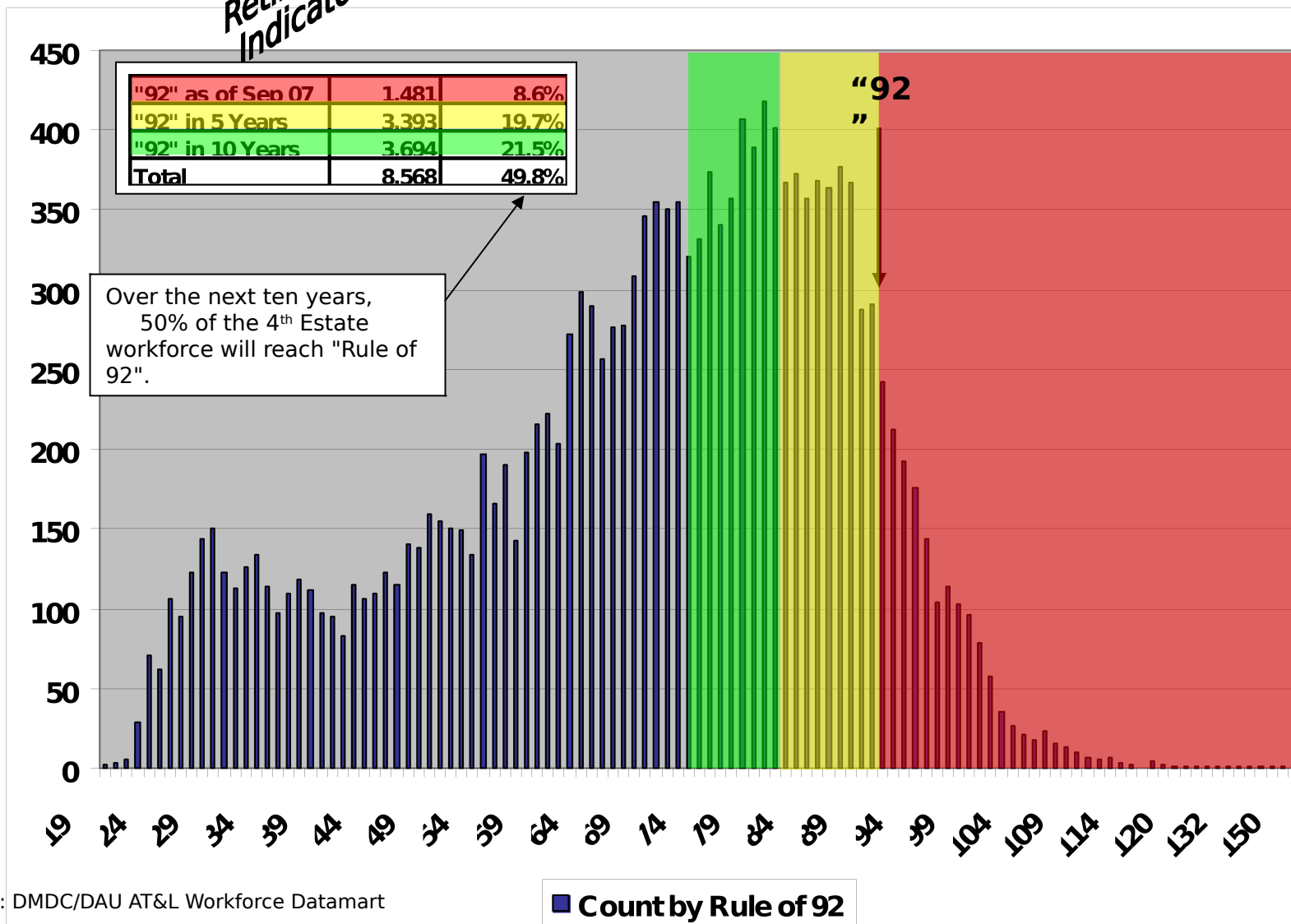




# ATI Defense & A&L Workforce

## Age + YOS

Retirement Indicator (as of September 30, 2007)





# Summary

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- Data shows significant growth in training and high levels of certification within the 4<sup>th</sup> Estate
- We need to continue to improve the quality of workforce data
- Data shows compelling need for Human Capital Planning
  - Congress is helping... there has never been an effort like Section 852 within the Department of Defense
- Continue to tell the story